



## CONCLUSION

*N.J.A.C.* 4A:3-1.2 provides, in part, that the Civil Service Commission may reallocate titles from the competitive to the non-competitive division when competitive testing is not practicable due to the nature of the knowledge, skills and abilities associated with the job or when certification procedures based on ranked eligible lists have not or are not likely to meet the needs of the appointing authorities due to such factors as salary, geographic location, recruitment problems and working conditions.

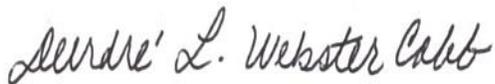
Based upon the foregoing, ample reasons exist for the reallocation of the proposed title to the non-competitive division of the career service. This is an entry-level title that does not have any experience requirements. Consequently, there is no skill set to be tested. Incumbents will gain the required skill set during on-the-job training. Therefore, competitive testing is impracticable for this title.

## ORDER

Therefore, it is ordered that the Microbiologist Trainee title be reactivated and reallocated to the non-competitive division. It is further ordered that such actions be effective August 17, 2019.

This is the final administrative determination in this matter. Any further review should be pursued in a judicial forum.

DECISION RENDERED BY THE  
CIVIL SERVICE COMMISSION ON  
THE 14<sup>th</sup> DAY OF AUGUST, 2019



Deirdre L. Webster Cobb  
Chairperson  
Civil Service Commission

Inquiries  
and  
Correspondence

Christopher Myers  
Director  
Division of Appeals  
and Regulatory Affairs  
Civil Service Commission  
Written Record Appeals Unit  
P.O. Box 312  
Trenton, New Jersey 08625-0312

c: Hetty Rosenstein  
Loreta Sepulveda  
Kelly Glenn

